

# RECRUITMENT INFORMATION PACK



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Frailty Nurse



## Job particulars

<b>Job Title</b>	<b>Frailty Nurse</b>
<b>Pay Band</b>	Band 6
<b>Location</b>	Royal London Hospital
<b>Reports to</b>	Lead Nurse for Frailty
<b>Responsible to</b>	Senior Nurse, Acute Medicine and Older Peoples Services

## Job purpose

This post forms part of the Frailty Team, working within Older Peoples Services at the Royal London Hospital. The team includes doctors, specialist nurses and therapists and provides specialist care for frail and elderly patients in the Emergency Department, the Acute Admissions Unit and throughout the hospital.

The Frailty Nurse will be able to support patients who meet the clinical criteria for frailty and provide a constructive care plan to support patients during their hospital stay and to enable safe discharge back into the community. The post holder will have a delegated responsibility to accurately assess and screen patients in a timely and efficient manner.

The post holder will provide an assessment of care needs and develop, implement, and evaluate care to provide clinical support to patients, families and carers.

## Key working relationships

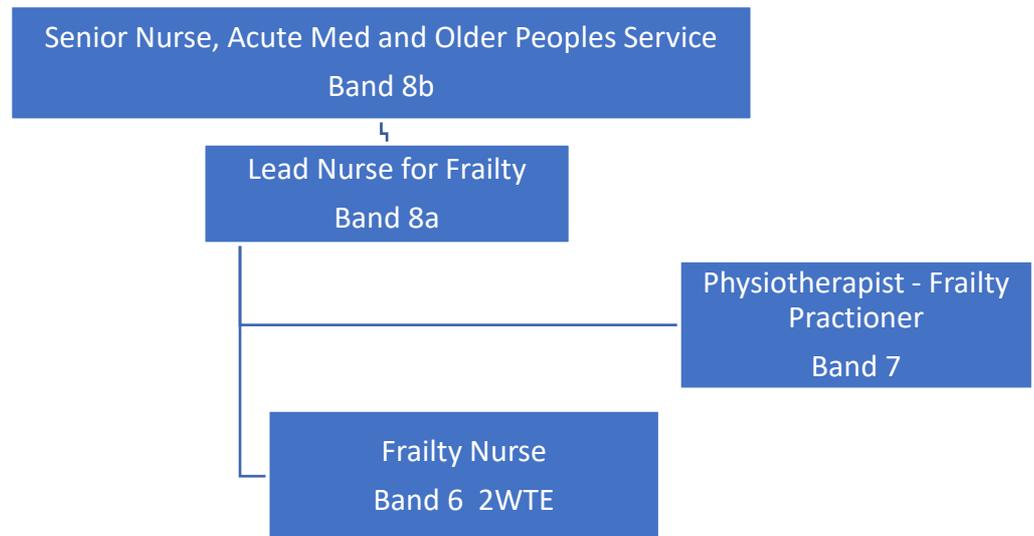
Professional relationships with key partners, employees, and boards.

Internal	External
<b>Consultants</b>	Admission Avoidance and Discharge Service
<b>Ward staff</b>	Social services
<b>Department leadership team</b>	Community therapy teams
<b>Therapists</b>	
<b>Emergency Department</b>	

## Structure chart

As part of the Trust's hospital group model, each site has its own structure. Clinical services at the Royal London are based on 5 key divisions. Older Peoples Services sits within the division of Emergency Care and Trauma.





## Main duties, responsibilities, and results areas

- Assesses, plans, implements and evaluates care for patients with frailty needs and make changes as necessary
- Liaises with the MDT to identify frail patients that are suitable for discharge following medical assessment/ treatment enabling them to return back to the community
- Supports the coordination of patients within the frailty unit and throughout the journey back into the community
- Ensures documentation is accurate and up to date, utilising the electronic health record
- Builds relationships across professional organisational boundaries, using influencing and negotiating skills to break down barriers and manage the patient journey
- Has the ability to lead and demonstrate an enquiring approach to patient care
- Develop skills in accordance within the frailty nurse role relevant to the post holder's clinical area such as cannulation and phlebotomy and patient health promotion/education
- Identify and help patients, relatives and staff to reduce any risks associated with health and wellbeing
- Act as the patient's advocate raising concerns about health and social care when required
- Ensure continuity and high standards of care including sharing ideas, information and feedback in order to empower patients and members of the interdisciplinary team
- Ensure patients' views are taken into account in the decision making process



- Ability to lead and participates in collaborative decision making within the inter-disciplinary team
- Participate in meeting the health education and promotes the needs of patients and carers
- Skilled in communicating with a range of people on a daily basis some of who may have communication barriers
- A key responsibility will be to utilise a variety of strategies to communicate effectively with patients and those involved in their care
- The post holder must also communicate with other staff within the Trust, with external organisations and with the general public
- Keep accurate and complete records of activities and communications consistent with legislation, policies and procedures
- The post holder must at all time work in accordance with the NMC Code of Professional Conduct (2015)
- Demonstrate knowledge and understanding of research, audit and quality initiatives and how this influence nursing practice
- Support the Lead Nurse for Frailty in investigating and responding to accidents, complaints, untoward incident and other significant events
- Demonstrate knowledge and skills related to evidence based practice
- Support, mentor and teach student nurses or preceptorship nurses when required
- Monitor the quality of own works and alerts others to quality issues
- The post holder must at all times carry out duties and responsibilities with regard to the Trust's Equal Opportunity policy

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

## Working conditions

Criteria	Description
<b>Physical</b>	Moving and handling of patients and equipment will be carried out in line with Trust policies and training. The post holder will be required to initiate clinical protocols and procedures in order to progress patient pathway. Emergency situations such as cardiac arrest will incur short periods of increased effort in delivery of resuscitation. In cases of clinical deterioration it will be necessary for the post holder to initiate interventions.
<b>Emotional</b>	Occasional/frequent distressing or emotional circumstances; imparts unwelcome news; works with patients with emotional needs; frequently dealing with complex family dynamics



<b>Working Conditions</b>	Frequent unpleasant conditions; occasional highly unpleasant conditions. Deal with body fluids, odours, verbal aggression, fleas/infestations; occasional physical aggression
<b>Mental</b>	Frequent concentration on patient on patient assessment and treatment; interruptions from other staff; work pattern often unpredictable

## Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). [www.nhsemployers.org/](http://www.nhsemployers.org/). This supports us to develop a sustainable workforce and bring the very best out in people.

## Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)

## Person specification

Domain	Essential Criteria	Desirable Criteria
<b>Experience</b>	<p>Post registration experience including a minimum of 1 year in acute medicine/care of the elderly.</p> <p>Experience in caring for vulnerable adults and understanding the issues relating to safeguarding with an in depth knowledge of caring for patients with dementia.</p> <p>Ability to demonstrate a clear understanding of MCA, DoLS and enhanced care.</p>	
<b>Skills</b>	Excellent interpersonal and organisational skills.	



	<p>Ability to work within set timeframes working to priorities and deadlines</p> <p>Ability to work as part of the multidisciplinary team, making</p> <p>Intravenous accreditation</p> <p>Moving and Handling</p> <p>Phlebotomy/Cannulation</p> <p>Ability to prioritise clinical work effectively</p> <p>Can show a non-judgemental approach to patient care</p> <p>Ability to carry out essential and appropriate nursing care and procedures</p> <p>Ability to monitor the quality of own work and others</p> <p>Able to recognise own limits and work within those limits of competence</p> <p>Ability to use and maintain resources efficiently and effectively and encourage others to do so</p>	
<b>Knowledge</b>	<p>Is aware of how to identify and reduce risks with regards to health and wellbeing</p>	
<b>Qualifications</b>	<p>Registered Nurse</p> <p>Preparation for Mentorship course or equivalent</p>	



<p><b>Other</b></p>	<p>Personal and people development</p> <p>Ability to demonstrate enthusiasm towards teaching and sharing knowledge</p> <p>Ability to self-reflect, carry out tasks of own job and identify what s/he needs to learn to able to improve current job performance</p> <p>Ability to take an active role in agreed learning activities and keeps a record of them</p> <p>Ability to offer constructive suggestions for service improvement and or development</p> <p>Ability to communicate effectively at all levels across the hospital</p> <p>The ability to communicate with patients in an empathetic manner regarding their treatment and procedures</p> <p>Can demonstrate an enthusiastic, approachable and friendly manner</p> <p>Ability to communicate effectively, both written and verbal</p> <p>Ability to treat everyone with whom s/he comes into contact with dignity and respect</p> <p>Ability to identify and take action when own or other's undermines equality and diversity</p>	
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	<p>Computer literate</p> <p>Ability to identify and assess the potential risks involved in work activities and processes for self and others</p>	
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